

Welcome



My Name is Joe Steffy.



I Own Poppin Joe's Kettle Korn.

Jerome



Down Syndrome & Autism
 IQ of 32
 Profound intellectual disabilities
 Receptive and expressive language at 3 year level
 Minimal basic academic skills
 Requires constant supervision
 Time on task and completion skills are below average

Joseph



Likes to do things independently.
 Strong swimmer

Enjoys horseback riding and bowling.

Active
 One who enjoys being with others and making new friends.
 Good memory for details.
 Follows through on activities that are part of his daily routine.
 Spends time listening to music and working on the computer.

Joseph Jerome Steffy

THIS IS ME!

Joseph is how my family, friends and the community label me.

Jerome is how the professionals labeled me.



How will you label me?

Welcome to Adult Life!



I was welcomed to life with...
"HERE IS YOUR LABEL"

I was welcomed to school with...
"HERE IS YOUR LABEL"

Then I was WELCOMED to Adult Life with...

"HERE IS WHERE YOU BELONG!"

I AM A BUSINESS OWNER!



Transition Challenges

Team - Low Expectations
 Never Hold a Job
 No Attention Span
 Could Not Focus
 Live in a Group Home

Transition Challenges

PARENTS DISAGREED!



They knew I was capable of working.

They knew I learn by watching.

They knew that I do EXACTLY as I see it done.

They knew I am happiest when I am BUSY.

Kettle Korn Business

The Lord provided Dad with the idea of Kettle Korn.

This is a way to build on my strengths.

This is a way to prove that I can work.

Kettle Korn Business



Work trial in October 2000.

Can I work?

Friday & Saturday at Walmart and local grocery stores
 On task for up to 6hrs

Learned the production processes

Popping
 Bagging

Poppin' Joe's Kettle Korn

Kettle Korn is an old German way of popping popcorn with sugar. We German's have to have things that are sweet!



Kettle Korn

Popcorn pops between
420°F and 460°F.



Kettle Korn

When you add
the sugar and
secret
ingredient to
the popcorn and
vegetable oil in
the hot kettle,
the sugar breaks
down into a
liquid.



Kettle Korn

As the popcorn
pops it comes
up through the
liquid sugar and
gives the flakes
a sugar coating.



Kettle Korn

It is 500°F at
the bottom of
the kettle. You
must stir the
flakes so they
don't burn.



Kettle Korn

As you stir the
popcorn it co-
mingles.



Kettle Korn

Dumping
Screening Table
Uniform Sugar Coating



My Own Business

Presentation

David Hammis at the Kansas Partner
in Policymaking

I, Joe Steffy, could own my own
BUSINESS!

What an Awesome Opportunity!

My Own Business

The Key to my Dream of "Poppin
Joe's Kettle Korn" coming true:

Mom - Business Plan

First Steps

Trial Work

Useful Data for the Plan

Dad - Proving that I can Work

**KETTLE KORN BUSINESS LOOKED
VERY PROMISING**

My Start-Up Team

Kansas Council for Developmental
Disabilities

New business start-up grant.

Purchase of new equipment.

My Start-Up Team

Social Security

PASS

Plan for

Achieving

Self

Support

Cash set aside for achieving
my business goals.

My Start-Up Team

Vocational Rehabilitation

Purchase of computer and
laser printer.

And other Business Supports

My Start-Up Team

Submitted my Business Plan to each
team member.

This team provided the start-up
support.

Team made it possible for ME to
become the Sole Proprietor of
Poppin Joe's Kettle Korn in April 2005.

Products

Cinnamon
Kettle Korn
Old Fashioned
Kettle Korn
White Cheddar
popcorn
Sweet n' Cheesy
Kettle Korn
Golden Karmal
Korn



Sales



66%
Festivals



10%
Special
Events



24%
Retail Outlets

Festivals

County Fairs

Car Shows

Various City Festivals



Retail Outlets

Product supplied
weekly to:

Specialty Stores
Gas Station
Medical Centers
Farmers Markets



Special Orders

Fundraisers

Weddings

Graduations

Appreciate Days

Employee Events

Internet Sales



Daily Business Tasks

Deliveries



Daily Business Tasks

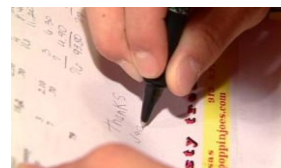
Banking



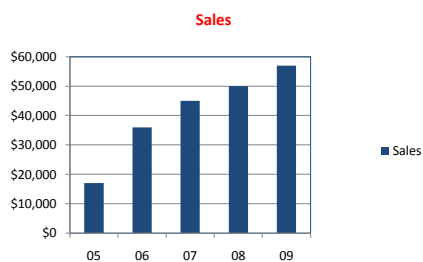
Daily Business Tasks

Bills/Payments

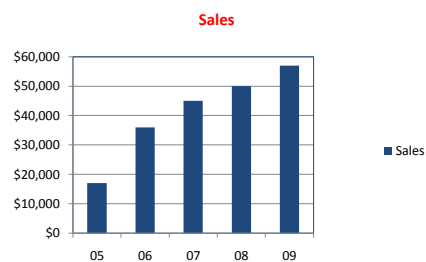
Invoices



Gross Sales \$\$\$\$\$\$



Gross Sales \$\$\$\$\$\$



Today - A Success!

We are a success because of our teamwork!



Working in the Community

Customized Employment is a win-win innovative strategy for today's workplace.

Poppin Joe's Kettle Korn Mission

To Honor God in all we do.
To Be a Blessing To All People.
To Pursue Excellence.
To Grow Profitability.



Community - Belonging

Member in my community
- A place where I belong

I am a contributing citizen
- I do fund raisers for
local churches, schools,
businesses, community
events, & many non-
profit organizations.
- They value me -
I Pay my taxes!!



My Own Place

In October 2008 Poppin Joe's helped
provide me with my own home!

I Love my Freedom!

Gives me a great Life!



Adventures

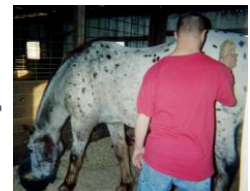
Places that I go
People that I meet
Things I get to do



Adventures - Shootin' Hoops



Adventures - Horseback Riding



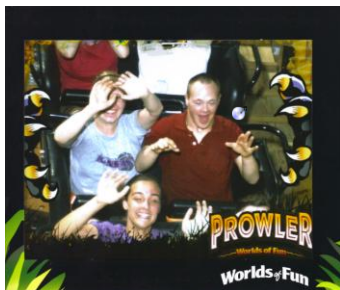
Adventures - Travel



Adventures - Snow Skiing



Adventures - Amusement Parks



EXCITEMENT

Adventures - Water Surfing



Adventures - Sky Diving



Adventures - Flying



Adventures Plus Many Other Activities!



Adventures Time with Loved Ones - Friends



I Love Poppin Joe's!



Have a "Poppin" great day!

